



# COMPLIANCE

We speak your language.  
**Everywhere.**

AUSTRIA BELGIUM BULGARIA CHINA CZECH REPUBLIC FRANCE  
GERMANY HUNGARY ITALY POLAND ROMANIA SLOVAKIA SPAIN TURKEY



## WE MINIMISE THE RISKS FOR YOU

Increasing regulatory requirements, control obligations or personal liability - the challenges for companies are great. And are constantly changing. Effective compliance management minimises liability risks and brings further benefits.

Compliance has long since ceased to be a topic only for executive boards and supervisory boards of listed companies. On the contrary: compliance is becoming increasingly important, especially for small and medium-sized enterprises. The consequences for companies in the event of damage can be considerable. In the event of cartel violations, there is a threat of severe penalties, which in extreme cases can endanger the existence of the company.

We support you in identifying risky areas in your company and minimising liability risks. Our specialised compliance teams from the different departments develop a tailor-made compliance programme for your company, accompany you and your employees during implementation and support you with experienced lawyers in the event of a crisis.

### **Five good reasons - the benefits of a compliance programme for your company:**

**A continuously maintained programme** offers protection against antitrust fines, criminal proceedings against the responsible parties or recourse claims by inadequately informed shareholders.

**Clear guidelines and appropriate training** lead to special protection for your employees, e.g. in criminal corruption law.

**Living compliance** protects your reputation as a company that acts with integrity and responsibility.

**Compliance increases the value of a company** and can be a decisive investment argument in a company acquisition.

**A compliance programme** serves as proof to business partners that the legal regulations and standards relevant to the company are complied with.



## SELECTED CONSULTATION GOALS

The focus of our work is to sustainably secure the success of your company. We advise you at every stage - starting with the analysis, developing preventive measures and also standing by your side in the event of a crisis.

### Analysis

- Identification and assessment of general compliance risks
- Risk analysis and assessment related to individual company areas, employees and processes (traffic light analysis, if applicable)
- Employee surveys

### Prevention

- Development of a compliance structure for corporate groups - international and multilingual
- Implementation of a customised compliance programme
- Creation of clear compliance guidelines for employees and management (e.g. code of conduct, behavioural instructions, ethics rules, handling of conflict situations, instructions on how to avoid violations, behaviour in sales, etc.)
- Training of employees to adhere to the developed compliance guidelines
- Individual training for behaviour in the event of a crisis

- Establishment of a compliance hotline
- Audit of corporate governance codes

### Representation

- Provide immediate compliance support across Europe
- Crisis management, especially when communicating with the media and authorities
- Coordination and support in all phases of the procedure
- Elaboration of the strategy and immediate advice in case of house searches
- Representation before national authorities and the European Commission
- Support for irregular, unannounced focus examinations
- Support in dealing with consequences and sanctions in the event of breaches of duty
- Drafting leniency applications in all relevant jurisdictions with our international teams



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*Please note: The explanations above do not claim to be conclusive. They are only intended to provide initial information and orientation. They do not replace detailed legal advice. We are at your disposal for such a consultation.*